

Monday, September 15 -

Recap #16

Dear Colleagues,

[Our next bargaining session will be on Monday, September 23.](#) The dial-in numbers are: +17193594580,,85668183660# US, +12532050468,,85668183660# US. **WE NEED YOU TO SHOW UP AS YOU CAN, WHEN YOU CAN TO WIN A FAIR CONTRACT!** You do not need to be present the whole time—even if you can only come for half-an-hour, that still makes a difference by letting management know we are listening.

[You can also show your support by signing our petition if you haven't already done so.](#)

Our Faculty Forward LUC union is made up of the non-tenure track faculty in the College of Arts and Sciences. We teach, mentor and care for our students, and our working conditions are our students' learning conditions. Our current Collective Bargaining Agreement (CBA), that determines everything from our salaries and workload to academic freedom and parental leave, is set to expire at the end of this month.

The Faculty Forward LUC union Bargaining Team is comprised of full-time and part-time faculty from departments all across CAS. We have come together over the last six months to carefully research and craft good-faith proposals that address the pressing issues we at the university face today - heavy workload, ever increasing amounts of service, and the dramatic, rising cost of living in Chicago. The fact is, inflation has risen 17% since our last CBA was ratified four years ago. We are drowning in work yet still struggling to make ends meet.

On September 9th, LUC Management started our bargaining session by proposing a new clause allowing them to lay us off, for any reason, at any time, with a mere two weeks' notice. They went on to completely reject our call for raises for all non-tenure track faculty, a more manageable workload, and predictable and transparent processes for appointment, reappointment, and pathways to more stable contracts for part-time faculty.

On Monday the 15th, we returned to the (virtual) negotiation table undeterred and in good faith, with thoughtful questions carefully crafted to understand how the administration had come to their decisions. We shared these questions with Management in hopes that their responses would help us to best respond appropriately with our counterproposals.

During our meeting, the administration was either unwilling or unable to answer even our simplest questions. Over and over we heard non-answers such as: "Thank you for your comment", "We feel we are in alignment with other institutions", "We think we are being fair

to all of our stakeholders”, “Your comments will be considered in review”, and “Our proposals are a reflection of market data”. To that last point, though we have asked repeatedly for such data, management has yet to provide specifics or support for where they are getting their numbers.

When asked directly how their response to our Compensation proposal fits into Loyola’s social justice mission, the LUC administrative bargaining team were silent. They literally looked at us and said nothing. Management’s silence in response to this question spoke volumes.

We are approaching our administration as our human selves, speaking to the realities of the day and the things we need from our employer that would allow us to best serve and to flourish here at Loyola.

Management has opened the last two bargaining sessions expressing that they come to our meetings with a collaborative spirit, and with respect, transparency, and appreciation for the work we do. Their proposals and unwillingness to engage meaningfully say otherwise. As author and activist James Baldwin wrote: “I can’t believe what you say because I see what you do.”

Now more than ever we need all Faculty Forward LUC members to attend our bargaining sessions. We need to show management that their unionized faculty care about the outcome of these negotiations and are willing to act to win the fair wages, equitable workload and stability we have earned. Our numbers are our power. We must make the most of these last two bargaining sessions before our contract expires to win a fair contract for all unionized faculty at Loyola University Chicago.

Our next bargaining session meetings will be held from 12 p.m. CST to 4 p.m. CST on the following dates:

- Tuesday, September 23 (held on Zoom at <https://luc.zoom.us/j/85668183660>)
- Monday, September 29 (held on Zoom at a link TBA)

Want to keep track of the status of all of the different articles and matters we are bargaining for as a union? Use our handy [Loyola Faculty Forward Bargaining Tracker](#) to stay up to date. You can also find our past recaps, our current union contract and more at [our website](#).

Do you have questions about our current union contract, and/or want to know how you can be a part of negotiating our new one? Please feel free to reach out to us with any questions, comments, etc. at facultyforwardluc@gmail.com.

In Solidarity,

The Faculty Forward LUC Bargaining Committee

Tuesday, September 9 -

Recap #15

Dear Colleagues,

[Our next bargaining session will be on Monday, September 15.](#) We encourage people to come for as much or as little time as you can. [If you plan to attend, please fill out this spreadsheet letting us know you will.](#)

If you haven't already, **[you can also show your support by signing our petition.](#)**

Here is your summary of the September 9 negotiations. We're keeping this short & sweet because we believe that management's proposals and counterproposals (linked below) speak for themselves.

Management came to the table with what they called a "comprehensive package" of five proposals- three counterproposals, one term of agreement, and one new proposal.

After waiting months for management's response to our proposals on Workload, Compensation, and Appointments and Reappointments, they instead chose to open the meeting with a completely new clause that allows them to lay us off with only a 14-day notice.

Then, it got worse: union proposals regarding fair workload and access to course releases, salary increases for part-timers (or even a minimal cost of living adjustment), and transparent pathways to more stable contracts or full-time status were rejected out of hand because they allegedly threatened Loyola's "operational stability." They are offering increases in compensation only for the lowest-paid full-time faculty members. Long-serving Advanced and Senior Lecturers receive no increases in compensation in management's proposal.

In addition, management proposed a six-year Term of Contract instead of the standard three-year contract.

These counter proposals show that living wage, a manageable workload, and the timely delivery of contracts long enough to build a professional life around are all seen as too expensive and too limiting of what the administration considers a requisite "flexibility" to change the conditions of our employment whenever they want.

But don't just take our word for it - look through management's three counter-proposals linked below and decide for yourself if those pages of red, crossed-out text actually honor

(in the words of their lead negotiator) the "central role" that we as faculty play at this university.

[Workload](#)

[Compensation](#)

[Appointments and Reappointments](#)

Our upcoming bargaining session meetings will be held from 12 p.m. CST to 4 p.m. CST on the following dates:

- Monday, September 15
- Tuesday, September 23
- Monday, September 29

[Link for our next bargaining session: Monday, September 15](#)

SHOW UP TO WIN A FAIR CONTRACT! Now is the time to come into negotiations to show management that their faculty cares about the outcome of these negotiations and are paying attention. Our numbers are our power.

Want to keep track of the status of all of the different articles and matters we are bargaining for as a union? Use our handy [Loyola Faculty Forward Bargaining Tracker](#) to stay up to date. You can also find our past recaps, our current union contract and more at our website, <https://seiu73.org/updates/loyola-university-updates/>

Do you have questions about our current union contract, and/or want to know how you can be a part of negotiating our new one? Please feel free to reach out to us with any questions, comments, etc. at facultyforwardluc@gmail.com.

In Solidarity,

The Faculty Forward LUC Bargaining Committee

Tuesday, September 2 -

Recap #14

Dear Colleagues,

[Our next bargaining session will be held on Tuesday, September 9, from 1-4 p.m. on Zoom](#) at the embedded link or using the following dial-in numbers: +17193594580, 88180701665# US, +12532050468, 88180701665# US. The union team will hold a planning

meeting beforehand at 12:00 p.m. [Please use this spreadsheet to let us know if you plan to attend on September 9.](#)

If you haven't already, **[you can show your support for our union by signing our petition.](#)** It calls for: 1) expanded pathways to full-time status for part-time non-tenure track faculty who choose that path; 2) a workload that respects work/life balance for full-time NTT faculty reflective of the increased levels of service we provide to meet the growing needs of our students and serve the LUC community as a whole; and 3) compensation that reflects our indispensable contributions to the mission and function of the University.

At the September 2 bargaining session, Management presented us with two counterproposals, Professional Development and Parental Leave. We were disappointed by how little management had prepared, especially given they had nearly a month to prepare their responses to our recent major proposals on Compensation and Appointments and Reappointments, and at least six to eight weeks on previous economic proposals, like Workload. Our FF LUC Bargaining Committee, working on a volunteer basis, can turn a proposal around in a week or two, but our high-salaried administrators seem unwilling and/or unable to do so in a month. The glacial pace management is taking to respond to our proposals is frustrating, especially given that more negotiations will be needed once we have seen their proposals and our current contract extension agreement expires on September 30.

Management's counterproposal on Professional Development increased the number for the total fund to \$50,000 with a provision that if the fund is expended, it will increase by 5% for the next fiscal year. They proposed a per person outlay of \$1000 per fiscal year, with no double dipping. Our current CBA allows members to receive \$600 with an opportunity to request up to \$600 more if funds are still available towards the end of the fiscal year. In effect, management's proposal could lessen the amount each faculty member could receive by \$200. When members asked management how they came up with their numbers, we were shocked to find that only comparisons to previous professional development proposals were made and that cross comparisons on the actual costs of conferences and other professional development events around the country were not considered. Management insisted they believe their counterproposal reflects their commitment to our professional development.

Management's counterproposal on Parental Leave is simply the status quo language from our existing collective bargaining agreement, adding a Memorandum of Understanding (MOU) from between contracts. Management insisted that 3-weeks parental leave is competitive and that it is not necessary for part-time faculty to have a semester of leave time. According to the Loyola Human Resources website, full-time faculty can receive 12

weeks to one full semester parental leave “...to care for and bond with a newborn or a newly adopted or newly placed child.” The LUC website goes on to say, “Family-friendly policies are essential to cultivating a community where employees can thrive professionally without sacrificing essential family obligations.” Do the children of part-time faculty need less care than those of full-time faculty? A member asked the question, as a Jesuit university with a social justice mission, shouldn’t we be raising the bar rather than merely comparing ourselves with standard and untenable practices? Management responded that they stand by this policy and are “comfortable” with offering part-time faculty 3 weeks of parental leave.

We are eager to hear the rest of management’s counterproposals. Join us at the September 15 bargaining session where we hope to receive management’s counterproposals to Compensation, Workload, Appointments & Reappointments and more!

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Do you have questions about our current union contract, and/or want to know how you can be a part of negotiating our new one? Please feel free to reach out to us with any questions, comments, etc. at facultyforwardluc@gmail.com.

In Solidarity,

The Faculty Forward LUC Bargaining Committee

Monday, August 18 -

Recap #13

Dear Colleagues,

If you haven’t already, **[you can also show your support by signing our petition.](#)**

We have both a lot and not a lot of news to share in this recap of our union negotiations on August 18.

In a bit of shocking news, we have learned that the administration’s chief negotiator, John Frendreis, stepped down from the negotiating team and also as the administration’s liaison to the union. Faculty Forward LUC has been working with John Frendreis since the negotiations of our very first contract. Though he could often be difficult to work with during these negotiations, he was instrumental in the implementation of each of our Contractual Bargaining Agreements and in solving numerous issues with us through his role as the administration’s liaison in Labor-Management. We wish John well and thank him for his

service. Dr. Sioban Caffery is now the University's chief negotiator. Dr. Asim Gangopadhyaya (Associate Dean, Resources & Planning) and Dr. David Chinitz (Associate Dean, Faculty Affairs) have also been added (in alternating roles) to the University's negotiating team.

In earlier negotiating sessions, management alerted us that they would not make any more counterproposals until they had received all of our economic proposals. We finished putting forth all of our proposals in the last negotiating session on August 5, so the ball was in the administration's court this session to present us with their counterproposals. To our dismay, they had only had the Faculty Evaluations counterproposal to present; the same counterproposal they had handed to us, without presentation, at the end of the last bargaining session. We were unable to work with their counterproposal between bargaining sessions because the administration had not responded to our counterproposal, and instead countered the language in our current contract. It had also not been delivered in the standard "track changes" format that we have utilized in negotiating both of our previous two contracts, as well as in bargaining our current contract. This misformatting made some of their intentions on some items unclear as they had used artificial intelligence to generate a "comparison" of our counterproposal rather than crafting all changes to our counter themselves. During Monday's session we went through the document with management and asked that in the future they provide counterproposals in the standard format, and provided our reasons that they do so. After we finished asking our questions about this counterproposal, both teams went into caucus.

When negotiations resumed after caucus, management had answers to our questions. Unfortunately, the answers they had to offer were stock answers read from paper. No matter what questions or concerns we brought to them, we received a stock answer, which was often: "We will try our best."

As management had no more to present, the Faculty Forward LUC bargaining team took the opportunity to repropose two articles that management had rejected earlier in bargaining with changes that sought to address management's concerns: [Health & Safety](#) and [Inclusive Excellence](#).

After our presentation, management moved to caucus. Unfortunately, when we all came back, they refused once again to engage with these proposals, and stonewalled us with the same kind of stock responses as before. Management affirmed their commitment to Inclusive Excellence even while they refused this commitment specifically to their faculty.

The administration had cancelled our next scheduled bargaining session and have since shared our next bargaining session meetings, which will be held from 12 p.m. CST to 4 p.m. CST on the following dates:

- Tuesday, September 2
- Tuesday, September 9
- Monday, September 15
- Tuesday, September 23
- Monday, September 29

We have not yet received the Zoom invitations for all of the above bargaining sessions, but we will share them with you when we do.

Management has promised that they will be offering counterproposals to at least some of our proposals in our next session. We look forward to discussing their counterproposals, and would love for you to join us when we do!

WE NEED YOU NOW! Now is the time to come into negotiations to show management that their faculty cares about the outcome of these negotiations and are paying attention. You don't need to stay for the entire meeting, you don't even need to keep your camera on. Our numbers are our power.

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